

**EVALUATION OF THE SUPERINTENDENT**

The School Board believes it is essential that it evaluate the Superintendent's performance periodically in order to assist both the Board and the Superintendent in the proper discharge of their responsibilities and to enable the Board to provide the Corporation with the best possible leadership.

The Board shall provide a formal written evaluation at least annually of the performance of the Superintendent prior to December 1 of each year. Such evaluation shall include an assessment of:

- A. the progress toward the education goals of the Corporation;
- B. the working relationship between the Board and the Superintendent;
- C. the Superintendent's relationship to staff and community;
- D. the climate of confidence and sense of purpose evidenced at every level in the Corporation;
- E. how well the Superintendent is articulating and implementing his/her educational philosophy;
- F. consideration of objective data regarding the following criteria;
  - 1. student welfare
  - 2. curriculum development
  - 3. business management
  - 4. property maintenance
  - 5. employee relations

Such assessments will be based on defined quality expectations developed by the Board for each criterion being assessed.

The Board and the Superintendent, jointly, shall, at the outset of each evaluation, determine the method by which the evaluation shall be conducted.

As an outcome of the evaluation of the Superintendent's performance, the Board should be prepared to judge the advisability of retention of the Superintendent and:

- A. be helped in the determination of the Superintendent's salary;
- B. identify strengths and weaknesses in the operation of the Corporation and determine means by which weaknesses can be reduced and strengths maintained;
- C. establish specific objectives, the achievement of which will advance the Corporation toward its goals;
- D. be better able to improve its own performance as the public body ultimately charged with the educational responsibility of this Corporation.